



Kimberly-Clark Neenah Cold Spring Facility (NCSF)

Annual Report for 2018

Kimberly-Clark (KC) Neenah Cold Spring Facility (NCSF) applied for the Green Tier program on March 25, 2015 and was formally accepted into the program as a Tier 1 participant on September 8, 2015. Kimberly-Clark's Neenah Cold Spring and Neenah Nonwovens facilities in Winnebago County celebrated their entrance into Tier 1 of the Green Tier program January 21, 2016 at the Neenah Conference Center in Neenah, WI.

NCSF is located in Neenah, WI and currently employs approximately 450 people. Kimberly-Clark and its well-known global brands, such as Kleenex, Scott, Huggies, Pull-Ups, Kotex, Poise and Depend, are an indispensable part of life for people in more than 175 countries. NCSF's primary function is to supply adult care and feminine care products to customers in North America.

Environmental Management System

NCSF maintains implementation of an EMS consistent with the “functional equivalency” requirements of Wisconsin Statute §299.83(1)(dg):

- A written site-specific EMS has been prepared and implemented. An external audit of all elements of the NCSF EMS was conducted in September 2018 to measure compliance with the “functional equivalency” requirements of Wisconsin Statute §299.83(1)(dg). The NCSF EMS was found to conform to the “functional equivalency” requirements. Specific improvement opportunities are addressed through a continuous action plan process.
- EMS program elements are reviewed on an annual basis (at a minimum) by the facility Environmental, Health and Safety (EH&S) Steering Committee, which includes facility management. KC corporate has implemented a new version of the EMS and requirements for each site. In 2019, NCSF will be transitioning to a six element EMS rather than the current five elements to include risk factors for activities.

Commitment to NCSF Environmental Policy Statements

NCSF is committed to Occupational Safety and Health, the Protection of the Environment, the Reduction of Waste, and the Conservation of Energy. NCSF is committed to:

- Providing a safe, healthy work environment and managing its activities to prevent personal injury and illness.
- Preventing pollution and conserving energy as a business value, including protection of property and the natural environment.
- Continual improvement in our EHS performance and management system by identifying and reducing workplace EHS risks.
- Compliance with applicable EHS legal requirements.
- Conformance to KC EHS standards and requirements as described in the KC EHS Management System.

Training

NCSF is committed to training employees on their roles to assist in maintaining a facility that is environmentally compliant:

- Annual general environmental awareness training (which includes EMS awareness training) is required for all employees. Additional focused Material Recovery Facility (MRF) refresher training is provided to employees with roles in MRF operations.
- Annual Hazard Communication refresher training is required of all employees.
- All contractors are provided orientation training on environmental requirements.

NCSF 2018 Projects

Waste Reduction:

- Continued waste minimization efforts and landfill diversion practices (cafeteria composting program)
- 88% of manufacturing waste is recycled and approximately 10% of manufacturing waste incinerated for energy conversion; only 1.6% of manufacturing waste is landfilled;
- 100% of universal waste (lamp, bulbs, and batteries), used oil, and office paper waste is recycled
- 100% of scrap metal is recycled (a total of approximately 71 tons during 2018)
- Continued puncturing and draining aerosol cans and recycling the empty cans as scrap metal
- 444 cases of Depends and Poise products were donated to the United Way Diaper Bank, rather than being recycled in 2018.

Energy Reduction:

- Continued implementation of an LED lighting program
- Use of dimmed lights during night hours

Employee Health and Wellness:

- Continued offering of “Live Well” health screening services and massages, and pre-shift stretching
- Provided employees the opportunity to participate in the “Maintain Don’t Gain” holiday healthy weight competition
- Provided access to outdoor walking paths, benches, and picnic area, as well as a wellness room with exercise equipment
- Collected aluminum cans to cash in for wellness team purchases

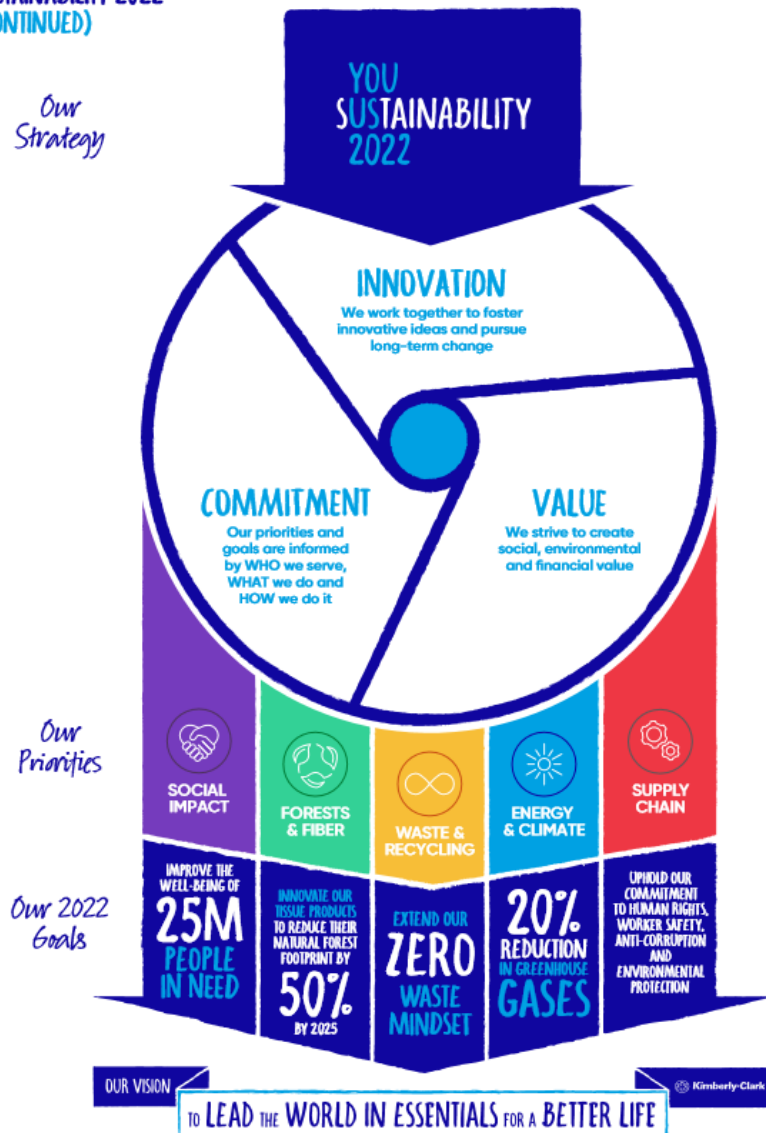
Social Impact:

- Continued hosting Community Blood Center blood drives quarterly
- Collected donation items for Salvation Army auction
- Collected donations for clothing and canned good drives

KC Corporate Sustainability Goals (S2022)

SUSTAINABILITY 2022
(CONTINUED)

Our Strategy



6 Kimberly-Clark 2017 Sustainability Report

NCSF 2019 Goals

- NCSF 2019 zero waste to landfill initiative continues. Our goal is to complete 2019 at less than 1% of manufacturing waste to landfill.
- Explore options for recycling or reduction of excess non-hazardous wastes.
- Explore options to reduce utility consumption. Future energy saving projects may include exploring options for carbon footprint reduction and alternate energy sources (i.e., solar, wind, water).